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IMPLICATIONS OF WOMEN'S WORK PATTERNS FOR VOCATIONAL AND TECHNICAL EDUCATION, AN ANNOTATED BIBLIOGRAPHY.

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ANNOTATED REFERENCES PERTAINING TO THE NEEDS OF GIRLS AND WOMEN FOR VOCATIONAL AND TECHNICAL EDUCATION AND WOMEN'S LABOR FORCE PARTICIPATION WERE PREPARED BY A HOME ECONOMICS SPECIALIST AND RESEARCH ASSOCIATES. THE ENTRIES ARE ARRANGED IN SECTIONS--(1) STATUS AND CHANGING ROLES OF WOMEN--10 ITEMS, (2) EDUCATION OF WOMEN FOR EMPLOYMENT--17 ITEMS, (3) LABOR FORCE PARTICIPATION OF WOMEN--17 ITEMS, (4) LEGISLATION PERTAINING TO WOMEN IN THE LABOR FORCE--3 ITEMS, (5) VOCATIONAL GUIDANCE AND COUNSELING FOR GIRLS AND WOMEN--8 ITEMS, (6) RESEARCH--12 ITEMS, (7) BIBLIOGRAPHIES--3 ITEMS, AND (8) PRESENTATIONS APPROPRIATE FOR STUDENTS AND THE LAY PUBLIC--10 ITEMS. PUBLICATION DATES ARE FROM 1963 THROUGH 1967. THESE MATERIALS WERE DEVELOPED AS PART OF A PROJECT DEVOTED TO THE IMPLICATIONS OF WOMEN'S WORK PATTERNS FOR PROGRAM PLANNING IN VOCATIONAL AND TECHNICAL EDUCATION. A REPORT OF THIS PROJECT IS VT 003 368. THIS DOCUMENT IS AVAILABLE FOR $1.50 FROM THE CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION, THE OHIO STATE UNIVERSITY, 980 KINNEAR ROAD, COLUMBUS, OHIO 43212. (FP)

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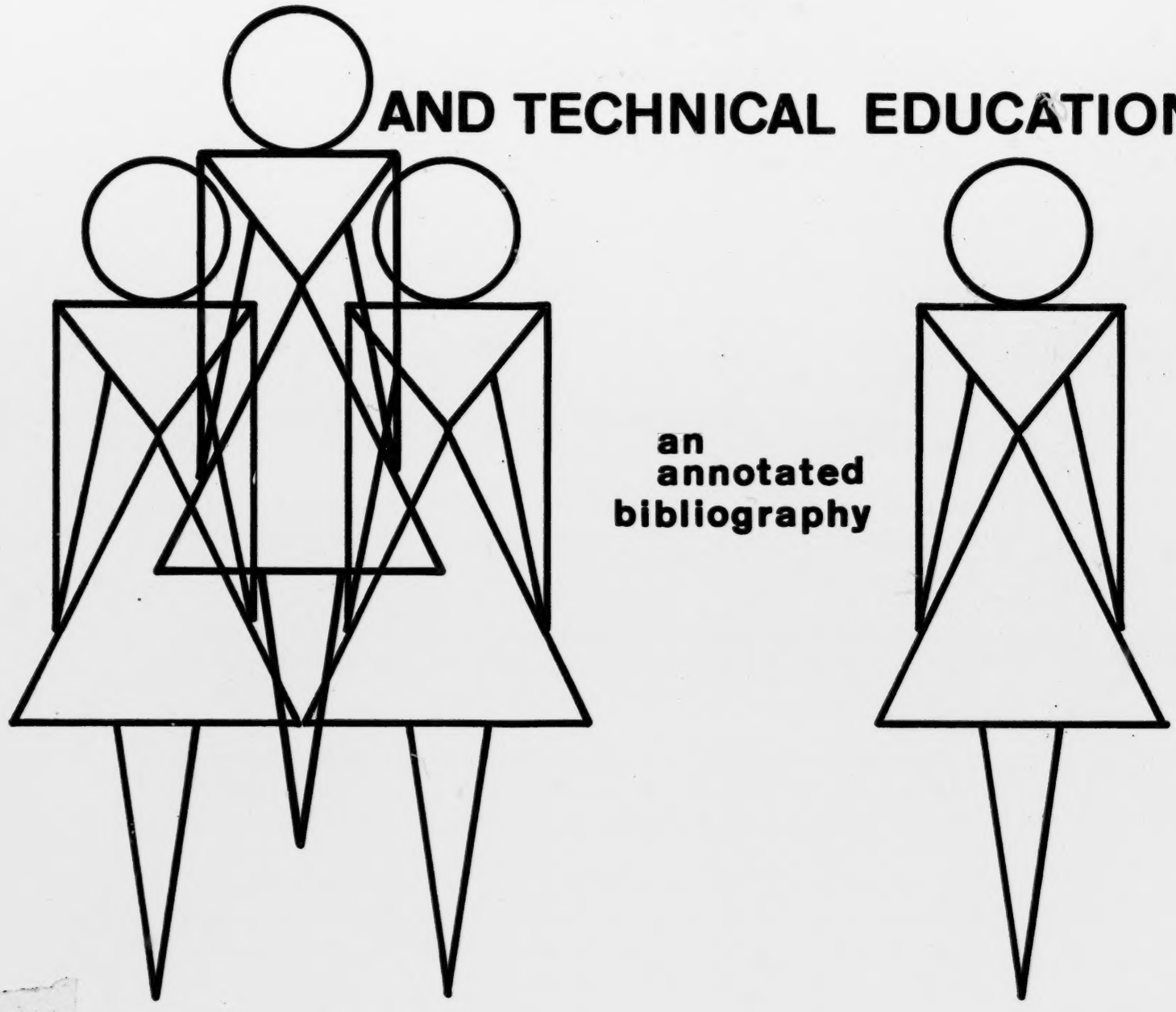

an annotated bibliography

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PREFACE

This publication is the result of a project devoted to the implications of women's work patterns for program planning in vocational and technical education. It was developed because of a belief that for vocational and technical education to better serve the needs of girls and women it was necessary to:

1. Know more about the labor force participation of women; and

2. Consider the implications of this information in planning programs.

Leaders in the field should find the assembled annotated bibliographic entries helpful in identifying references related to the needs of girls and women for vocational and technical education and the labor force participation of women. A report of the implications identified and recommendations for vocational and technical education made by a group of leaders representing the various vocational and technical service areas is available from The Center.

In the spring of 1966 Dr. June Cozine, Head, Home Economics Education, Oklahoma State University; Dr. Marjorie East, Head, Home Economics Education, Pennsylvania State University; and Dr. Patricia Tripple, Professor, Home Economics Education, University of Nevada, participated in a meeting to discuss research and information needed, relative to the development of home economics programs for occupational preparation. The initial idea for this project grew out of this meeting. Miss Rose Terlin and other members of the U. S. Department of Labor, Women's Bureau, consulted with the project staff early in the fall of 1966 concerning the development of the project. Dr. Elizabeth Ray, Professor, Home Economics Education, Pennsylvania State University, also served as a consultant to the project staff.

Recognition should be given to Dr. Ray for her critical review and helpful suggestions for refining the manuscript prior to publication. Acknowledgment is also due Dr. A. J. Miller, Specialist in Technical Education, Mrs. Celianna I. Wilson, Coordinator, Information Retrieval, and Sally Markworth, Editorial Director at The Center for their review and assistance in the development of this publication.

Dr. Sylvia L. Lee, Specialist in Home Economics Education at The Center and Kathleen Howell, Louise Vetter, and Patricia Smith, Research Associates in Home Economics Education, composed the project staff.

Robert E. Taylor
Director

INTRODUCTION

In planning and evaluating any vocational and technical education program one needs to obtain as much information as possible about the group to be served. Because of the way in which women's labor force participation differs from that of men, there is a need to consider information relative to women as well as to men in program planning.

This annotated bibliography was prepared as a part of the project on the Implications of Women's Work Patterns for Program Planning in Vocational and Technical Education and focuses on topics related to the project. Items listed have been published primarily since 1964. There are a number of items listed which contain bibliographies of materials prior to this date.

The bibliography is organized into eight sections: Status of Women; Education of Women for Employment; Labor Force Participation of Women; Legislation Pertaining to Women in the Labor Force; Vocational Guidance; Research; Bibliographies; and Presentations Appropriate for Students and the Lay Public.

Sylvia L. Lee, Specialist
Home Economics Education

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IMPLICATIONS OF WOMEN'S WORK PATTERNS FOR VOCATIONAL AND TECHNICAL EDUCATION:

AN ANNOTATED BIBLIOGRAPHY

I

STATUS AND CHANGING ROLES OF WOMEN

Brown, Helen I.; Lemmon, Louise and Lippeatt, Selma. "The Changing Roles of Women." Illinois Teacher of Home Economics, X, No. 2 (Fall, 1966-67), pp. 24-37.

Capsuled statistics from The 1965 Handbook on Women Workers as well as related research are used to substantiate generalizations about changing status and roles of women. Attention is directed to special aspects of the education of girls and women including occupational preparation. Bibliographies of "Women in Gainful Employment," "Span of Women's Life and Learning," and related topics are included.

Cassara, Beverly Benner. (ed.). American Women: The Changing Image. Boston: The Beacon Press, 1962. 141 pp.

Contributions by Pearl S. Buck, Agnes DeMille, Lillian Gilbraith, Margaret Mead and others, stress need to face reality of woman's changing status and suggest means of implementing change in lives of women.

Farber, Seymour M., and Wilson, Roger H. L. Man and Civilization: The Potential of Woman. New York: McGraw-Hill, 1963, 328 pp.

A record of the third symposium man and civilization, held at the University of California San Francisco Medical Center during January 1963. Problems confronted in defining woman's new identity in terms of freely realizing feminine potential are explored with the belief that the application of rational solutions may exert decisive influences on the course of human affairs.

WOMEN'S WORK PATTERNS

Goldberg, Dorothy. The Creative Woman. Washington, D. C.: Robert B. Luce, 1963. 204 pp.

A provocative and inspirational book built around the notion that women in a free society should have the freedom to choose whether or not they will remain at home or work. She proposes that the creative woman will find her own unique potential more readily if she contributes materially to the democratic society of which she is a part.

Governor Rockefeller's Conference on Women. Presented with the cooperation of the New York State Women's Council, The State Interdepartmental Women's Committee, May, 1966. 67 pp.

Summary of Governor Rockefeller's Conference for consideration of the roles and goals of women. Topics: problems faced; existing job opportunities; education of girls and women; executive opportunities; and other aspects of careers.

Lifton, Robert J., (ed.). The Woman in America. Boston: Houghton Mifflin Company, 1965. 293 pp.

The intention of this book is to raise questions about the title topic. Among the articles are: "Inner and Outer Space: Reflections on Womanhood," by Erik H. Erikson; "Equality Between the Sexes: An Immodest Proposal," by Alice Rossi; "Working Women," by Esther Peterson; and "Wanted: A New Self-Image for Women," by David C. McClelland. This book originated as the Spring, 1964, issue of Daedalus which is now out of print. Some new material, including the McClelland article, appears in the book.

Mead, Margaret, and Kaplan, Frances Balgley, (eds.). American Women: The Report of the President's Commission on the Status of Women & Other Publications of the Commission. New York: Charles Scribner's Sons, 1965. 274 pp.

The final report, written after the Commission carried out its task of deciding among alternative solutions to problems that had been considered; this volume presents background information upon which the Commission drew. This account of the work of various committees and consultations supplementary to the basic Report on the Status of American Women marks the status of women in 1965. Eight tables showing comparative state positions on the status of American women are appended.

Perham, John. "Women, Industries Newest Challenge." Dun's Rewiew and Modern Industry, 88, No. 2 (August, 1966), pp. 36-37+.

A discussion by the 300 members of the journal's President's Panel of the pros and cons of woman's growing role in middle management. The editor's comments can be summed up as follows: In the executive suite, as elsewhere, women are here to stay. An editorial comment appears on page 23.

The Presidents' Commission on the Status of Women. American Women. Washington, D. C.: Government Printing Office, 1963. 66 pp.

The Commission's report of accomplishments and recommendations for further steps to be taken to strengthen family life and encourage women to make a fuller contribution as citizens. Concerns include greater contributions by women, education and counseling, child care and family services, equality of employment opportunity, labor standards, laws affecting women, and civil responsibilities. Related reports available: Civil and Political Rights, Education, Home and Community, Private Employment, Protective Labor Legislation, Social Insurance and Taxes. Consultation summaries: Private Employment Opportunities, New Patterns in Volunteer Work, Portrayal of Women by the Mass Media, and Problems of Negro Women.

Rossi, Alice S. "Ambivalence in Women: Should We Plan For The Real or The Ideal?" Adult Leadership, 16, No. 3 (September, 1967), 100-102+.

Excerpts from a paper presented by the author to the Continuing Education for Women Section of the AEA, at a Chicago conference in November, 1966. Reasons for women's ambivalence toward their major family and career roles are discussed. Attention is given to how the American view of individuality and masculinity differs from other countries.

II

EDUCATION OF WOMEN FOR EMPLOYMENT

Abbott, E. M. "Frontier Ideas: Women's Section." American Vocational Journal, 42, No. 2 (February, 1967), pp. 57-59.

As a part of the 1966 AVA meetings, the women's section was alerted to extending the efforts of the whole AVA to provide programs that (1) serve women's need for occupational preparation; (2) provide skills and knowledge that the job performance requires; and (3) improve professional attitudes of women members and their potential students.

Baker, Elizabeth Faulkner. Technology and Women's Work. New York: Columbia University Press, 1964. 460 pp.

Analysis of specific advances in our country redirecting women's lives into the labor market. Obstacles confronting women on this new path---social, economic and political are explored and an optimistic future is predicted for women in all realms of the world of work.

Barlow, Melvin L. "A Platform for Vocational Education in the Future," pp. 280-291 in National Society for the Study of Education Yearbook. Part I, Vocational Education. Chicago: University of Chicago Press, 1965.

In discussing the cultural elements of the platform, under social and economic mores, Barlow states; "Women in the labor force, the scope of their employment, and their entrance into new occupational fields are among the most important items to be considered in the future. Vocational-education programs must be closely related to the established patterns of employment of womem and the changes in these patterns." (p. 281).

Brunner, Alice. "Image of the Teenage Girl as Portrayed in Selected Television Programs." Illinois Teacher of Home Economics, IX, No. 3 (1965-66), pp. 138-170.

Television programs frequently watched by teenage girls were analyzed for types of female role models portrayed. Emphasis was placed on the function of education in supplementing commercial media in the interest of students who may have few other model referents.

Eichelberger, Lila Jeanne. "A Unit of Study on 'Orientation to the World of Work'." Illinois Teacher of Home Economics, IX, Bonus Issue (1965-66), pp. 20-47.

The high school unit for a four-week course is divided into four segments: (1) an overview of employment and women in the labor force; (2) job opportunities related to home economics and considerations for choosing occupations; (3) locating a job; and (4) success on the job. Complete with objectives, course outline, learning experiences, generalizations, and bibliography, the account also describes steps taken to identify employment education being provided in subject areas other than home economics in the Champaign High School.

Ginzberg, Eli. "Social and Economic Trends," pp. 19-38 in National Society for the Study of Education Yearbook. Part I, Vocational Education. Chicago: University of Chicago Press, 1965.

In discussing the key trends, Ginzberg states: "No planning with respect to education or employment should neglect one-half of the nation's human potential and one-third of its current manpower resources. An appropriate education for women - as for men, but even more so for women - must be related to the totality of the challenges which they will meet in life. Since more and more married women will eventually be employed part-time or full-time, the desirability of their securing an education base from which they can more readily acquire skills is evident." (pp. 24-25).

Kaufman, Jacob J.; Schaefer, Carl J.; Lewis, Morgan V.; Stevens, David W.; and House, Elaine W. The Role of the Secondary Schools in the Preparation of Youth for Employment. University Park, Pennsylvania: Institute for Research on Human Resources, 1967. 339 pp.

Chapter 10 of this extensive study is devoted to "Girls and Vocational Education." The authors state that vocational education is being restricted by the prevailing stereotypes as to the proper occupations for women. With the increasing demand for highly skilled individuals, society cannot long afford the waste of human resources caused by the prevailing limitations on the utilization of female abilities.

WOMEN'S WORK PATTERNS

Keyserling, Mary Dublin. "Goals--Ways To Fuller Utilization." Presentation at Conference on Expanding Employment Opportunities for Career Women, Co-sponsored by University of California and Women's Bureau, Los Angeles, December 2, 1966. (Mimeographed) 11 pp.

The central concern in this presentation is the need for more appropriate education and job training for women. Opportunities for occupationally prepared women in various vocations are delineated. The importance of acknowledging the problems accompanying the employment of women is recognized.

London, Jack. "The Continuing Education of Women: A Challenge for Our Society." Adult Leadership, 14, No. 10 (April, 1966), pp. 326-328, 338-340.

An individual entering the labor force today will experience a complete occupational shift at least two or three times before retirement from the world of work. London suggests that educational institutions must be willing to experiment to meet special problems of women in continuing education and that providing effective counseling service is crucial.

Ohio State University, Columbus. Center for Vocational and Technical Education. Program Development for Occupational Education. A Report of a National Seminar for Leaders in Home Economics Education. Columbus, Ohio: The Ohio State University (March 28-31, 1966). 118 pp.

Report of the seminar designed to inform home economics leaders about specific procedures in developing gainful employment programs. Presentations made by seminar consultants as well as ideas for action growing out of group discussions are given. A list of seminar participants, and a bibliography of resource materials displayed at the seminar including a key to their availability, appears in the appendix.

Paxton, K. "They Care; New Occupational Program for Women." American Vocational Journal, 42, No. 4 (April, 1967), pp. 38-40.

The Family Health Assistant program in Arizona is discussed. The program is a new short-term (9 weeks) occupational program for women involving both home economics and health education, which prepares women for positions in homes and in institutions that care for others.

The President's Commission on the Status of Women. Report of the Committee on Education. Washington, D. C.: Government Printing Office (October, 1963). 71 pp.

Recommendations and the relative importance and priority of issues discussed by the group, convened for the purpose of considering educational problems that condition the status of women in modern society, are included. General topics central to the work: basic and continuing education during mature years as well as during youth; basic educational quality; special educational concerns such as guidance and counseling, education for home, health, family and volunteer work; and research on the education of women. An extensive bibliography prepared by the Radcliffe Institute for Independent Study is in the appendix.

Scates. A. Y. "Women Moving Ahead." American Education, 2, No. 3 (March, 1966), pp. 1-4.

Programs for continuing education for women at George Washington University, University of Washington (Seattle), University of Akron (Ohio), University of Chicago, University of Michigan and several other schools are discussed.

Spitze, Hazel Taylor. "Project HEVE: Adult Education for Mothers on Public Aid." Illinois Teacher of Home Economics, IX, No. 3 (1965-66), pp. 127-137.

Resume of a project testing the use of selected techniques to establish and sustain rapport and communication with mothers receiving Aid for Dependent Children as well as with their teenage daughters for the purpose of completing a program of education.

Taylor, Harold. "The Education of Daughters." Journal of Home Economics, 55, No. 5 (November, 1963), pp. 675-681.

The interplay of social forces and attitudes influencing the development of education for women provides the backdrop for the major concern for recognizing current inadequacies. Implications for home economics curriculum development are grounded in the context of vocational competence and its relation to self-development.

WOMEN'S WORK PATTERNS

U. S. Department of Labor. Work Life Expectancy and Training Needs of Women. Washington, D. C.: Manpower Administration, May, 1967. 10 pp. (Manpower Report No. 12).

The discontinuous paid work career of women homemakers is related to implications for the training and education of young and more mature women enabling them to be more flexible in career choices when they eventually return to the labor force. Data for population, labor force, and percent of population in the labor force by year of age (14 through 75 and over), marital status, presence and age of children is presented in three tables on working life for women, 1960.

Wolgamot, Irene H. "Working With Low-Income Families." Journal of Home Economics, 59, No. 1 (January, 1967), pp. 11-13.

A section devoted to preparing women and girls for jobs and another, preparing nonprofessional aides to work with low-income families, are indicative of approaches used at a national workshop to deal with the need for continuing education for women who are members of low-income families. Procedures for implementing plans for action were submitted.

III

LABOR FORCE PARTICIPATION OF WOMEN

Blood, Robert O. "Long-Range Causes and Consequences of the Employment of Married Women." Journal of Marriage and the Family, 27 (February, 1965), pp. 43-47.

The remarkable postwar increase in the employment of married women will be intensified by the eventual decline of the American birth rate, the earlier completion of childrearing, and the decreasing work week. However, automation will require renewed attention to professional education for women, expecially "continuing" education following the child rearing period. Maternal employment is producing a more symmetrical family structure with greater equality between husbands and wives and between sons and daughters.

Cain, Glen G. Married Women in the Labor Force: An Economic Analysis. Chicago: University of Chicago Press, 1966. 159 pp.

This 1962-63 study of economic determinants of the increasing labor force participation rates of married women compares white and non-white women according to 1960 census and other data. At a point in time, two related differences in the labor force behavior of white and non-white wives can be observed; higher levels of labor force participation for all non-white wives, and for mothers of young children. Work patterns of women are related to economic growth and cyclical behavior of national income, personal distribution of income, the effects of income taxes on labor supply, and birth rates.

Dernberg, T. and Strand, K. "Hidden Unemployment 1953-62: A Quantitative Analysis by Age and Sex." American Economic Review, 56, No. 1 (March, 1966), pp. 75-91.

An examination is made of the "manpower gap" rate--(the sum of actual unemployment plus hidden unemployment related to a full-employment labor force). The gap rates for women have been uniformily higher since 1958. The

large disparities that occur after 1960 reflect the fact that full-employment labor force participation has grown much more rapidly than female job opportunities.

Ginzberg, Eli. The Development of Human Resources. New York: McGraw-Hill, 1966. 299 pp.

Attention is focused on important sources of manpower wastes and on ways in which waste can be reduced and/or eliminated, covering the revolution with respect to Negroes and women, and their relation to paid employment.

Glenn, Hortense M., and Walters, James. "Feminine Stress in the Twentieth Century." Journal of Home Economics, 58, No. 9 (November, 1966), pp. 703-707.

In reference to concern for the picture of women's employment, some predictions from the U. S. Department of Labor are examined: the gap between the productive potential of women and their jobs; and gap between the kinds of jobs in relation to the kinds and amounts of education; restricted mobility; wage discrimination; and the lack of recognition by women themselves of the extent of the contributions they can make. Forces affecting decisions about career and marriage, the paradox in the education of women, women in one-parent families or who remain single, and contradictory role expectations are discussed.

Gordon, Margaret S. Retraining and Labor Market Adjustment in Western Europe. Manpower Automation Research Monograph No. 4, August, 1965. 226 pp.

Discrepancies observed in practices, attitudes, and benefits for women are discussed in the section on Special Groups. From interviews in European countries similar in labor market problems, answers to problems concerning the training and retraining of the unemployed and underemployed were sought. Comparisons between male and female problems, and attempted solutions, are given throughout the analysis.

Greenwald, Shirley E., and Greenwald, William I. "Historic Bases for Female Labor Force Participation." Journal of Home Economics, 55, No. 5 (May, 1963), pp. 348-352.

Legal status, political rights, education, war and female employment, social changes and influences, labor force participation and labor price differential comprise factors analyzed because of their importance to the evolving life cycle of the married female, and the discontinuous nature of her appearance in the employment market.

LABOR FORCE PARTICIPATION

The President's Commission on the Status of Women. The Report of the Committee on Home and Community. Washington, D. C.: Government Printing Office, October, 1963.

Findings of the group investigating the productive potential of women whose homes and children demand only part of their time, but who are working below skill potential, or who are largely unoccupied by either paid or volunteer work. Action to find ways to tap the unused time, interests and capacities of women is advocated.

Stewart, L. H., and Warnath, C. F. The Counselor and Society: A Cultural Approach. Boston: Houghton Mifflin Co., 1965. 400 pp.

In a discussion on pages 84-85, reasons for the increasing number of working women are presented: technological advances; changing attitudes toward working mothers; and returnees who have raised their families. Indications that the housewife who is employed or involved in community activities is more likely to be satisfied with her role as wife than the full-time housewife are discussed. Mention is made that women must plan for discontinuities and also the complicating factor of the husband's career.

U. S. Department of Health, Education, and Welfare, Children's Bureau and Bureau of Family Services. Criteria for Assessing Feasibility of Mother's Employment and Adequacy of Child-Care Plans. Washington, D. C.: Children's Bureau, 1966. (mimeographed).

The criteria listed for assessing the feasibility of a mother's employment are: motivation; assessing the child's need for care; physical and mental health; education; employment skills and experience; availability and work-related expenses. Criteria for assessing child care arrangements include: care in the home; care away from the home; care provided through community day-care facilities; planning for emergencies and others.

U. S. Department of Labor, Bureau of Labor Statistics. Educational Attainment of Workers. Washington, D. C.: Government Printing Office, 1966. 16 pp. (Special Labor Force Report No. 65)

This reprint from the March 1966 issue of the Monthly Labor Review gives detailed tables of statistics on historical comparisons of the civilian labor force 18-64 years of age by sex and years of school completed, 1940-1965.

U. S. Department of Labor, Bureau of Labor Statistics. Labor Force and Employment in 1965. Washington, D. C.: Government Printing Office, 1966. 40 pp. (Special Labor Force Report No. 69).

Seventh annual issue of average data on the labor force and employment status of the population. Previous reports in the series were numbered: 1964, No. 52; 1963, No. 42; 1962, No. 31; 1961, No. 23; 1960, No. 14; and 1959, No. 4. Published by the Bureau of Labor Statistics since 1960, they represent a continuation and extension of the Annual Report on the Labor Force, Current Population Report Series P-50, published each year by the Bureau of the Census from 1947-1959. Designed to provide statistical details as well as a comprehensive analysis of the major labor force and employment developments of the preceding year.

U. S. Department of Labor, Bureau of Labor Statistics. Labor Force Projections by Color, 1970-80. Washington, D. C.: Government Printing Office, 1966, pp. 965-972. (Special Labor Force Report No. 73).

Figures for actual 1960 and 1965 population, total labor force, and labor force participation rates, by age, sex, and color, as well as projections for 1970, 1975, and 1980.

U. S. Department of Labor, Bureau of Labor Statistics. Marital and Family Characteristics of Workers. Washington, D. C.: Government Printing Office, 1966. 16 pp. (Special Labor Force Report No. 64).

This reprint from the March 1966 issue of the Monthly Labor Review gives detailed tables of statistics on employment status of the population by marital status, sex, and color.

U. S. Department of Labor, Women's Bureau. Background Facts on Women in the United States. Washington, D. C.: Women's Bureau, May 1966. 16 pp. (WB 66-369).

Detailed statistics of the labor force participation and status of women are broken down by industries and occupations, work experience, marital and family status, wage or salary income, educational attainment and college enrollment. Prevailing features evolved from 12-month averages are highlighted.

LABOR FORCE PARTICIPATION

U. S. Department of Labor, Women's Bureau. 1965 Handbook on Women Workers. Washington, D. C.: Government Printing Office, 1966. 321 pp. (Bulletin 290).

Factual information concerning the participation and characteristics of women in the labor force, the patterns of their employment, their occupations, income and earnings, Federal and State laws affecting the employment of women as well as the civil and political status of women is presented. An extensive bibliography is included.

U. S. Department of Labor, Women's Bureau. Underutilization of Women Workers. Washington, D. C.: Government Printing Office, 1966. 27 pp.

Data are presented to show that, occupationally, women are relatively more disadvantaged than they were 25 years ago. Eleven pages of graphic illustrations are used to portray the underutilization of the education and abilities of women.

IV

LEGISLATION PERTAINING TO WOMEN IN THE LABOR FORCE

U. S. Department of Labor, Women's Bureau. February 1967 Summary of State Labor Laws for Women. Washington, D. C.: Women's Bureau, 1967. 18 pp. (WB 67-272).

Principle subjects of regulation are (1) minimum wage; (2) overtime compensation; (3) hours of work; (4) equal pay; (5) industrial homework; (6) employment before and after childbirth; (7) occupational limitations; (8) weightlifting limitations and other standards.

U. S. Department of Labor, Women's Bureau. Laws on Sex Discrimination in Employment. Washington, D. C.: Women's Bureau, November 1, 1966. 9 pp. (WB 66-168).

Provisions of the Federal Civil Rights Act of 1964, Title VII, State Fair Employment Practices Laws, are spelled-out. A chart showing the status of the separate states concerning the prohibition against discrimination in employment because of sex is indicative of data available in 1965.

U. S. Department of Labor, Women's Bureau. Laws on Sex Discrimination in Employment. Washington, D. C.: Government Printing Office, April, 1967. 9 pp. (WB 66-340).

Title VII of the Federal Civil Rights Act, approved July 2, 1964, prohibits employment based on sex, in addition to the usual grounds of race, color, religion, and national origin. Effective July 2, 1965, the title is administered by a five-member bipartisan Equal Employment Opportunity Commission appointed by the President. Included is a discussion of the amendments to Chapter XIV of Title 29 of the Code of Federal Regulations entitled "Guidelines on Discrimination Because of Sex."

V

VOCATIONAL GUIDANCE AND COUNSELING FOR GIRLS AND WOMEN

Berry, Jane; Kern, Kenneth K.; Meleney, Elaine, K.; and Vetter, Louise. Counseling Girls and Women: Awareness, Analysis, Action. Kansas City: University of Missouri at Kansas City Press, 1966. 71 pp.

This little book sets forth for State Employment Service Counselors some special considerstions in the vocational counseling of girls and women. It also provides backgound materials on women's changing work roles, the special needs of women workers, and the objectives of vocational counseling. Perhaps the outstanding contributions of the book are its focus on the need for "total life planning" for women and its emphasis on "future oriented employment opportunities."

Hanson, Jerrold T. "Ninth Grade Girls''Vocational Choices and Their Parents' Occupational Level." Vocational Guidance Quarterly, 13, No. 4 (Summer, 1965), pp. 261-264.

One hundred forty-two ninth grader girls in a rural midwestern community completed a vocational questionaire. The results indicated: students' occupational preferences were significantly higher than their fathers' vocations; students' occupational preferences were significantly higher than their mothers' vocations; there was no significant difference between fathers' and mothers' vocations when both were employed (only 29 mothers were employed); fathers' and mothers' suggestions were not significantly different from daughters' preferences.

WOMEN'S WORK PATTERNS

Hedges, Janice N. "Counseling of Girls and Mature Women," Employment Service Review, 1, No. 12 (December, 1964), pp. 23-24.

The changing life patterns and the unique pattern of women's working lives have important implications for employment counselors. High school girls must be made aware of the probability that they will work for a long period of time. Mature women must be encouraged to seek openings and take advantage of training opportunities which will challenge their best skills and abilities.

Lewis, Edwin C. "Counselors and Girls." Journal of Counseling Psychology, 12, No. 2 (Summer, 1966), pp. 159-166.

Counseling needs of the "typical" high school and college girl and the vocational development patterns of women are explored. Emphasis is placed on the gaps in research concerning the vocational, educational, and personal development of girls in our society which handicap the counselor and also the utilization of this country's woman power.

Perrone, Philip A. "Vocational Development." Review of Educational Research, XXXVI, No. 2, (April, 1966), pp. 298-307.

A section on "Women's Career Development" is included in this review of the literature on vocational development for the three years April 1963-April 1966.

Peterson, Esther. "Women's Work - How Much Truth in Labeling?" Employment Service Review, 4, No. 5 (May, 1967), pp. 5-11.

According to Mrs. Peterson, "The economy has come to rely heavily on the work of women. . .but we have not faced our responsibilities to them in connection with the problems of the several transitions from home to work and back again." She suggests that many of our assumptions about "male" and "female" jobs are false . . . Their great destructive power is that they affect women's attitudes about themselves and their own abilities.

U. S. Department of Labor, Women's Bureau and U. S. Department of Health, Education, and Welfare, Office of Education. Counseling Girls Toward New Perspectives. Washington, D. C.: Government Printing Office, 1966. 88 pp.

A report of the Middle Atlantic Regional Pilot Conference, held in Philadelphia, Pennsylvania on December 2-4, 1965, this publication presents "Changing Realities in Women's Lives" by Mrs. Mary Dublin Keyserling, "Male-Order Female-The Symbol and the Substance," by Dr. Daniel W. Fullmer, and "What Sets the Limits to a Woman's Growth?" by Dr. Virginia L. Senders, along with workshop reports on topics such as: effect of curriculum; effect of teachers' attitudes; effect of "the feminine role;" restrictions of career choices; and counselor's effect on career choices of girls.

U. S. Department of Labor, Women's Bureau and U. S. Department of Health, Education and Welfare, Office of Education. New Approaches to Counseling Girls in the 1960's. Washington, D. C.: Government Printing Office, 1966. 88 pp.

A report of the Midwest Regional Pilot Conference, held at the University of Chicago Center for Continuing Education on February 26-27, 1965, this publication presents "Facing the Facts About Women's Lives Today" by Mrs. Mary Dublin Keyserling and "Counseling Today's Girls for Tomorrow's Womanhood" by Dr. Esther M. Westervelt, along with workshop reports on topics such as: effect of curriculum; effect of teachers' attitudes; effect of "the feminine role;" restrictions of career choices; and counselor's effect on career choices of girls.

VI

RESEARCH

Beck, Joan. "How Well Do You Know Teen-agers?" Today's Health, 43 (February, 1965), pp. 47-48, 80-81.

Analysis of opinions of a sample of girls similar in grade level, mother's education, religion, family income, geographic region, selected by Purdue Opinion Panel as representative of the nation's teens. Findings revealed discrepancies between the expressed intentions of the girls and realities of labor force participation rates of women.

Berdie, Ralph F. and Hood, Albert B. Decisions for Tomorrow: Plans of High School Seniors for After Graduation. Minneapolis: University of Minnesota Press, 1965. 195 pp.

A comparison of results of the 1961 study with the 1950 study of Minnesota high school senior boys and girls. Changing trends in students' abilities, interests, and needs can be seen. In 1961, 32% of the girls planned to get a job as compared to 41% in 1950. While this was a decrease in proportion, it was an increase in total number.

Mulin, C. L. "Job Satisfaction and Turnover in a Female Clerical Population." Journal of Applied Psychology, 50, No. 4 (October, 1966), pp. 280-285.

In a study of 350 female clerical workers at a large firm in Montreal, Canada, 26 quitters showed significantly less measured satisfaction than 319 stayers on the Job Description Index which had been administered to the total group 5 months earlier. After an additional seven months, a significant relationship to turnover still existed. These findings were explained in terms of difficulty of finding a new job, economic pressures to remain on the present job and the condition of the labor makret (shortages) in Montreal.

Meyer, Henry J.; Borgatta, Edgar F.; and Jones, Wyatt C. Girls at Vocational High. New York: Russell Sage Foundation, 1965. 225 pp.

Initiated in fall of 1955, this experimental project coordinated efforts of school personnel and social workers to determine whether social casework is effective in achieving constructive changes in the processes that produce problems of adolescent girls. Treatment of control and experimental groups are included in the complete account of the investigation.

Morgan, James; Sirageldin, Ismail; and Baerwaldt, Nancy. Productive Americans. Ann Arbor, Michigan: Institute for Social Research, The University of Michigan, 1966. 546 pp. (Survey Research Center Monograph 43)

Formal education is related to the productive use of time by United States wives, husbands and families in paid and unpaid work activities. A picture of the hard-working American family is presented, and an attempt is made to explain and interpret differences within this country in the extent to which families work, plan ahead, accept change, avoid risk, and keep a high and rising, but realizable, set of goals.

Mulvey, Mary Crowley. "Psychological and Sociological Factors in Prediction of Career Patterns of Women." Genetic Psychology Monographs, 68, No. 2 (1963), pp. 309-386.

This study of 475 women between ages 37 and 47 years, who had graduated from three public high schools, 1931 to 1938, sought to determine whether career patterns could be anticipated from certain information available when they were leaving high school; the extent to which factors in the present life situation are related to career pattern; and how the career record is related to the future pattern. Common elements, termed 'career carriers,' were found to be related to present and future patterns.

Nye, F. Ivan, and Hoffman, Lois Wladis. The Employed Mother in America. Chicago: Rand McNally & Company, 1963. 406 pp.

A compilation of sociological and socio-psychological research completed between 1957 and early 1962 on the subject of maternal employment which is sectioned in four parts: I, emergence of the employed mother as a major phenomenon in American life; II, children of employed and non-employed mothers; III, marital relationships of employed and non-employed women; and IV, self-feelings, health, and relationships of the two categories of mothers.

WOMEN'S WORK PATTERNS

Shaw, Frederick. A Follow-up Study on the 1963 High School Graduates." High Points, XLVII, No. 8 (November, 1965), pp. 31-56.

A survey of the 1963 high school graduates of academic and vocational curriculums in New York City schools to see what they were doing in fall of 1963 disclosed the facts that more than three times as many girls were working as boys. Data were used to determine rate differentials between the sexes in various post-high school involvements including higher education, marriage, unemployment, and labor force participation.

Siegel. A. E., and Haas, M. B. "The Working Mother: A Review of Research." Child Development, 34, No. 3 (September, 1963), pp. 513-542.

Research in maternal employment spanning early 1930's through 1962. Topics viewed: social attitudes toward working mothers; reasons mothers work; family functioning and maternal employment; husband-wife relations; performance of household tasks; maternal employment and child-rearing.

Slocum, Walter L. and Bowles, Roy T. "Educational and Occupational Aspirations and Expectations of High School Juniors in the State of Washington," Unpublished report, Report Number One, Vocational-Technical Research and Development Project, Washington State University, Pullman, January, 1967. 26 pp. (ERIC Document ED 010 652).

Data collected in 1965-66 on approximately 1500 high school junior and senior girls indicated that most Washington girls now nearing the age for marriage and/or entry into the labor force feel that work outside the home will play a major role in their lives.

Wagman, Morton. "Sex and Age Differences in Occupational Values." Personnel and Guidance Journal, 44, No. 3 (November, 1965), pp. 258-262.

Job value preferences of University of Illinois sophomore men (122) and women (137) were systematically compared with the findings of Centers, Singer and Stefflre. Significant differences in occupational values among various sex and age samples were found.

Weil, Mildred W. "A Study of the Factors Affecting the Role and Role Expectations of Women Participating or Planning to Participate in the Labor Force." Dissertation Abstracts, 27, No. 4 (1966), p. 1125-A.

The findings in a study of 200 New Jersey suburban mothers of whom one-half were either working or planning to work, tended to confirm these hypotheses: a woman will perform or plan to perform in both traditional and career roles when: 1. her husband's attitude toward her outside employment is positive; 2. she performed in an occupation before marriage; 3. she continued to work after marriage; 4. she has achieved high professional level or has had specialized training; 5. her husband accepts an obligation for child care and household chores; 6. her children are of school age.

VII

BIBLIOGRAPHIES

Richard J. Bernhard Memorial Library. Resources for the Employment of Mature Women and/or Their Continuing Education. Selected Bibliography Prepared by the Federation Employment and Guidance Service. New York: Richard J. Bernhard Memorial Library, 1966 (rev.). 24 pp.

Among the topics covered in this annotated bibligraphy are: "Job Hunting Aids: Mature Women," "Status of Working Women," "Guidance and Counseling," "Training Guides and Program Development," and "Continuing Education for Adult Women."

U. S. Department of Labor, Women's Bureau. Publications of the Women's Bureau Currently Available. Washington, D. C.: Government Printing Office, 1966. 10 pp. (Leaflet 10).

This leaflet is a listing of all currently available Women's Bureau publications, which includes such categories as: Recent Publications, Women Workers, Fact Sheets, Special Groups, Commissions on the Status of Women, International, and Standards and Legislation Affecting Women. The leaflet is revised periodically to keep it up to date.

Wigney, Trevor. The Education of Women and Girls in a Changing Society-- A Selected Bibliography with Annotations. Toronto: The Department of Educational Research, Ontario College of Education, University of Toronto, 1965. 76 pp. (Educational Research Series No. 36).

This annotated bibliography contains sections dealing with "Women in the World of Work," "Recruitment and Training of Women for Particular Fields of Work," and "Vocational Guidance and Training," among other topics.

VIII

PRESENTATIONS APPROPRIATE FOR STUDENTS AND THE LAY PUBLIC

Albrecht, Margaret. A Complete Guide for the Working Mother. Garden City, New York: Doubleday and Company, Inc., 1967. 342 pp.

The aim of this publication is to offer practical and helpful suggestions for the solutions of problems which often confront the working mother. Personal, family and job related areas are explored.

Benjamin, Lois. So You Want To Be A Working Mother! New York: McGraw Hill Book Company, 1966. 141 pp.

A popular treatment of this subject is delivered from the viewpoint of one who is a member of the group. Suggestions are made for coping with various problems which will arise when the working mother is dealing with home, family, and employer.

Bird, Caroline. "What We're Finding Out About Working Mothers." Woman's Day, 12 (September, 1967), pp. 56-57+.

An interesting recap of some long-held theories about working mothers and the effects upon their personal and family well-being. A re-evaluation of these theories is indicated by recent studies cited by the author.

WOMEN'S WORK PATTERNS

"The Long Thrust Toward Economic Equality." Ebony, XXI, No. 10 (August, 1966), pp. 38-42.

In a special issue on the Negro woman this article is devoted to the history of labor force participation of Negro women.

McGraw-Hill, Inc. "Womanpower." Saturday Review, L, No. 3 (January 21, 1967), p. 45.

An advertisement presenting selected statistical data which are used to illustrate the observation that some of the existing attitudes toward the education of women require revision. The contribution that women can make to the demand for manpower as well as 'brainpower' is emphasized. Certain obstacles to fuller employment participation are identified.

Rossi, Alice. "The Case Against Full-Time Motherhood." Redbook, No. 11 (March, 1965), pp. 51, 129-131.

Social changes which have occurred on the United States in the last twenty years and how these changes affect the modern woman's role are discussed. Dr. Rossi concludes: "Full-time motherhood is neither sufficiently absorbing to the woman nor beneficial to the child to justify a contemporary woman's devoting fifteen years or more to it as an exclusive occupation."

Samuels, Gertrude. "Do Women Really Want the Freedom They've Won?" Redbook, 129, No. 1 (May, 1967), pp. 55, 128-136

The following question is asked: "What has all the liberation been about if it means only that now, when government and industry are actively seeking brain power, women are failing to assume greater responsibility, consistent with their education, in the work force?" Some blame is put on commercial brainwashing, but the conclusion is that women are unwilling or unable to make the most of the opportunities in present-day America.

U. S. Department of Labor, Women's Bureau. Who Are the Working Mothers? Washington, D. C.: Government Printing Office, 1967. 4 pp. (Leaflet 37).

The question posed in the title is answered by citing figures collected in 1966. Reasons why mothers of young children work are discussed.

Winter, Elmer L. Women at Work: Every Woman's Guide to Successful Employment. New York: Simon and Schuster, 1967. 350 pp.

A revised edition of A Women's Guide to Earning a Good Living. Emphasis is given to the seven working stages of a women's life, the actual steps to obtaining employment and a review of the fields and job opportunities most sought-after by women. Information sources about specific jobs are included.

"The Working Wife and Mother." Changing Times: The Kiplinger Magazine, (July, 1965), pp. 42-45.

In January, 1965, Changing Times looked into the day time routine of the at-home and working wives. To back up the information gathered, the editors joined with the Bureau of Laundry and Dry Cleaning Standards in a survey of about 600 randomly selected working wives in 35 states. This article represents a blending of the two sources and expresses what the working wife and mother does all day, why she does it, and her chief worry.

Publications of
The Center for Vocational and Technical Education

RESEARCH SERIES

no.	name of publication	cost
1	A National Survey of Vocational Education Programs for Students with Special Needs. (April, 1967, 89+[14], p.	$2.00
2	The Demand for and Selected Sources of Teachers in Vocational and Technical Education, State Directory. January, 1967. 31+[51], p.	*
3	Research and Development Priorities in Technical Education. May, 1967. 34 p.	*
4	Review and Synthesis of Research in Agricultural Education. August, 1966. 140 p.	1.50
5	Review and Synthesis of Research in Business and Office Occupations Education. August, 1966. 128 p.	1.50
6	Review and Synthesis of Research in Distributive Education. August, 1966. 212 p.	1.50
7	Review and Synthesis of Research in Home Economics Education. August, 1966. 104 p.	1.50
8	Review and Synthesis of Research in Industrial Arts Education. August, 1966. 88 p.	1.50
9	Review and Synthesis of Research in Technical Education. August, 1966. 69 p.	1.50
10.	Review and Synthesis of Research in Trade and Industrial Education. August, 1966. 76 p.	1.50

LEADERSHIP SERIES

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	Report of A National Vocational Education Seminar on the Administration of Research, May 24 to 27, 1965. 1965. 109 p.	°

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no.	name of publication	cost
1	Report of a National Seminar on Agricultural Education, "Program Development and Research," August 9 to 13, 1965. 1965. 176 p.	*
2	Guidance in Vocational Education. Guidelines for Research and Practice. 1966. 181 p.	1.75
3	Guidelines for State Supervisors of Office Occupations Education. 1965. 84 p.	°
4	National Vocational-Technical Education Seminar on the Development and Coordination of Research by State Research Coordinating Unit. 1966. 72 p.	°
5	A Report of the Business and Office Education Research Planning Conference. 1966. 116 p.	°
6	Program Development for Occupational Education. A report of a National Seminar for Leaders in Home Economics Education, March 28-31, 1966. 1966. 118 p.	
7	Report of a National Invitational Research Planning Conference on Trade and Industrial Teacher Education, May 23-27, 1966. 1966. 197 p.	2.00
8	Report of a National Seminar, "Evaluation and Program Planning in Agricultural Education," June 27-30, 1966. 1966. 129 p.	*
10	Guidelines for Cooperative Education and selected *Materials from the National Seminar held August* 1-5, 1966. 1967. 255 p.	2.00
11	Systems Under Development for Vocational Guidance. 1966. 60 p.	°
12	Compilation of Technical Education Instructional Materials--Supplement I. April, 1967. 203 p.	3.00
13	Compilation of Technical Education Instructional Materials--Supplement II. April, 1967. 242 p.	3.50

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